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30 November 1951

CAREER SERVICE COMMITTEE

Working Group on CAREER BENEFITS

Minutes of the 6th Meeting, 29 November 1951, 3:30 P.M.

Present: [REDACTED] Office of General Counsel, Chairman
[REDACTED] Office of Special Operations
25X1A9a [REDACTED] Exec. Secy./Career Service Committee
[REDACTED] Office of Personnel
[REDACTED] SRA/Office of Policy Coordination
[REDACTED] of Communications, Secretary (Alternate for Carl [REDACTED])

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1. The minutes of the 5th meeting were approved.

2. A draft of a proposed letter from the Working Group to the Career Service Committee, intended to reflect the intent of paragraph 3 of the minutes of the 5th meeting in respect Senate Bill S-1820, was circulated and approved for transmittal. A copy is attached hereto as attachment "A".

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3. [REDACTED] reported briefly on his attendance at an informal meeting of the Chairmen of the various Working Groups of the Career Service Committee. The principle result of that meeting was agreement on the following philosophy:

- a) That the objectives of the Career Service Committee can be attained best by continuation of the "Working Group" concept rather than by a "Special Task Force" concept of operation.
 - b) That full-time "Task Forces" may be used to supplement "Working Groups" as found necessary.
 - c) That any Working Groups should be free to ask for, and receive, assistance from Staff specialists and other experts as deemed necessary.
4. Item I-d of the approved agenda, dated 29 October 1951, "Death Gratuity of six months base pay to dependents of CIA employees whose death occurs in line of duty while serving abroad" was taken up. Discussion revealed that this item of agenda, along with items I-e, II and IV, cannot be considered effectively until there is agreement upon the basic concept of organization, i.e., whether or not there will be in CIA, some type of "commissioned service" and if so, the nature thereof. Because of this, action on item I-d was deferred.

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5. In connection with the overall task of the Working Group, [REDACTED] presented his views on the need for some kind of "Commissioned Service", perhaps along the lines of the State Departments' Foreign Service, within the CIA. Following are some objectives which would be attained by such career structure.

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- a) Discipline and control of personnel necessary for flexibility to meet rapidly changing situations.
- b) Stability of personnel.
- c) Esperit de Corps.
- d) Career retirement plan.
- e) Wage and Pay schedule on a long range career basis.
- f) A Reserve to be called upon in case of need.
- g) Legislative confirmation of existence.
- h) Acceptance of the philosophy that in CIA, responsibility should be vested in the individual rather than the position.

After much discussion it was agreed that [REDACTED] will study the career structure plans of the Armed Forces, Foreign Service, Public Health and other "commissioned services" and after such study, will prepare an outline of a plan for a career structure for the CIA, such outline to be brought before the Working Group for discussion in the near future.

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6. Next meeting scheduled for 6 December, at 1530.

7. Meeting adjourned at 1710.

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Attachment - 1

Distribution:

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